

**DRAFT DIRECTIVE TRANSMITTAL**  
**WORKFORCE INVESTMENT ACT**

Number: WIADD-92

Date: March 17, 2005

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: LWIA PROPOSED PERFORMANCE GOALS FOR PY 2004–05

☒ **IMMEDIATE ACTION**

Bring this draft to the attention of the appropriate staff.

☒ **E-MAIL COPY TRANSMITTED**

Number of pages (including coversheet): 9

If there are any problems with this transmittal, please call the Pagemaster at 916/654-8008.

**SUBJECT MATTER HIGHLIGHTS:**

Please review and comment on the attached draft directive.

**COMMENTS ARE DUE BY:**

**4/28/05**

Comments can be submitted through one of the following ways:

- 1) **Fax** — WID, Attention: **Damien Ladd** at 916/654-9586
- 2) **E-Mail** — **dladd@edd.ca.gov** (Include “draft comments” in the subject line)
- 3) **Mail** — WID / P.O. Box 826880 / MIC 69 / Sacramento, CA 94280-0001

All comments received by the end of the comment period will be considered before the final directive is issued. However, we will not be able to individually respond to comments. **Comments received after the specified due date will not be considered.**

If you have any questions, contact your WID Regional Advisor at (916) 653-6347.

# DRAFT DIRECTIVE

## WORKFORCE INVESTMENT ACT

Number:

Date:

69:170:pc:9027

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: LWIA PROPOSED PERFORMANCE GOALS FOR PY 2004–05

### EXECUTIVE SUMMARY:

#### Purpose:

This directive publishes State proposed Local Workforce Investment Area (LWIA) performance goals for Program Year (PY) 2004–05 and outlines the required process if a Local Workforce Investment Board (LWIB) wishes to negotiate alternative goals.

#### Scope:

This directive applies to the LWIAs.

#### Effective Date:

This directive is effective on the date of issuance.

### REFERENCES:

- Workforce Investment Act (WIA) Sections 136(b) and 136(c)
- Title 20 Code of Federal Regulations (20 CFR) Part 666
- Department of Labor (DOL) Training and Employment Guidance Letter (TEGL) 7-99, Core and Customer Satisfaction Performance Measures for the Workforce Investment System (March 3, 2000)
- DOL TEGL 8-99, Negotiating Performance Goals; and Incentives and Sanctions Process under Title I of WIA (March 3, 2000)
- DOL TEGL 11-01, Guidance on Revising WIA State Negotiated Levels of Performance (February 12, 2002)
- DOL TEGL 22-02, Negotiation of Performance Goals for Program Years Four and Five Under Title I of WIA (March 24, 2003)
- WIA Directive WIAD04-12, Exemplary Performance Incentive Award (January 21, 2005)

### STATE-IMPOSED REQUIREMENTS:

This directive contains some state-imposed requirements. These requirements are indicated by ***bold, italic type***.

## **FILING INSTRUCTIONS:**

Retain this directive until further notice.

## **BACKGROUND:**

The WIA requires that states reach agreement with the Secretary of Labor on state-level performance goals for the 15 WIA Title IB core performance measures and two measures of customer satisfaction. In addition, WIA Section 136(c)(2) states that the LWIB, the chief elected official, and the Governor shall negotiate and reach agreement on the local levels of performance. Working in collaboration with the California Workforce Investment Board, the Employment Development Department's (EDD) Workforce Investment Division (WID) has been delegated the responsibility for the negotiation of the State and local performance goals under the WIA Title IB. The performance measures are described in WIA Section 136 and defined in detail in [TEGL 7-99](#).

As required under WIA Section 136(b)(3)(v), the WID reached an agreement with the Secretary of Labor regarding State levels of performance for PY 2003–04 and PY 2004–05 in May 2003.

## **POLICY AND PROCEDURES:**

*Attachment 1 to this directive provides the State's proposed LWIA performance goals for PY 2004–05. Giving consideration to the challenges currently facing the LWIBs and the minimal changes to the Governor's WIA Title I performance goals for PY 2004–05, these goals are unchanged from the agreed upon LWIA goals for PY 2003–04. The State's WIA Title 1B performance goals for PY 2003–04 and PY 2004–05 are provided in Attachment 2.*

*The LWIBs wishing to renegotiate these goals should prepare their proposals and submit them to the WID for consideration no later than April 15, 2005. Please note that the Credential rates and Diploma rate are not negotiable. The LWIAs' goals for these measures will be the same as the State goal. Because we understand that the DOL plans to issue new performance guidance for PY 2005–06 in March 2005, WID is not requesting local performance proposals for PY 2005–06.*

*When preparing the local area's performance proposal, the local board should consider:*

- *The Governor's performance goals for PY 2004–05;*
- *Local area economic conditions, client characteristics and the service mix available to clients relative to the balance of the State; and*
- *The degree to which the proposed goals reflect continuous performance improvement.*

**To initiate the negotiation process for PY 2004–05, a local area should send a performance proposal to:**

**Bob Hermsmeier  
Chief  
Workforce Investment Division, MIC 69  
Employment Development Department  
P.O. Box 826880  
Sacramento, CA 94280-0001**

**Letters must be postmarked no later than April 15, 2005, and signed by the Chair of the LWIB or the Chair's designated alternate. (Note: Alternates must be formally designated by official action of their respective boards or locally-approved policy.) Letters must include the following information:**

- **The LWIA's desired performance goals.**
- **The rationale for the proposed performance goals based on the economics, demographics and service mix within the LWIA. This analysis should explain how these goals promote continuous improvement.**
- **A designated contact person responsible for the local performance negotiation process.**

**ACTION:**

This directive should be called to the attention of the Chief Elected Official (CEO) and the LWIB for consultation. The LWIBs, LWIA administrators, and staff should carefully review their proposed performance goals. The CEO and local boards should take immediate action to prepare alternative performance proposals for PY 2004–05, if there are sufficient data to support renegotiation.

**INQUIRIES:**

Questions regarding this policy and procedure should be directed to Damien Ladd in the WID Performance Management Unit, at (916) 654-5181, or the [Regional Advisor](#) assigned to your LWIA.

**BOB HERMSMEIER  
Chief  
Workforce Investment Division**

Attachment

**Program Year 2004–2005 Performance Goals  
By Local Areas**

<b>ADULTS</b>	<b>Entered Employment</b>	<b>Retention</b>	<b>Earnings Change \$\$</b>	<b>Employment &amp; Credential</b>
Alameda	74.5	79.6	3,150	55.0
Anaheim	76.5	83.1	2,920	55.0
Carson/Lomita/Torrance	72.2	78.2	3,080	55.0
Contra Costa	76.0	82.4	3,610	55.0
Foothill	75.7	80.4	2,950	55.0
Fresno	68.0	78.8	3,130	55.0
Golden Sierra	76.6	82.8	2,900	55.0
Humboldt	77.8	84.4	3,120	55.0
Imperial	71.2	77.7	2,800	55.0
Kern/Inyo/Mono	65.0	78.9	3,500	55.0
Kings	71.3	79.4	3,900	55.0
Long Beach	71.0	81.7	3,580	55.0
Los Angeles City	73.9	80.0	3,420	55.0
Los Angeles County	73.7	80.7	3,400	55.0
Madera	74.1	80.1	3,900	55.0
Marin	76.7	83.2	3,900	55.0
Mendocino	74.9	83.0	3,540	55.0
Merced	72.0	79.0	3,400	55.0
Monterey	73.8	78.0	3,900	55.0
Mother Lode	76.5	83.3	3,170	55.0
Napa	78.3	82.5	3,880	55.0
North Central Consortium	73.6	79.0	3,400	55.0
NORTEC	74.8	82.4	3,420	55.0
NOVA	74.9	84.1	3,900	55.0
Oakland	69.7	76.1	3,500	55.0
Orange	75.4	82.4	2,940	55.0
Richmond	78.4	84.5	3,480	55.0
Riverside	75.6	83.9	3,200	55.0
Sacramento	71.3	80.2	3,600	55.0
San Benito	70.8	77.1	3,480	55.0
San Bernardino City	75.1	81.0	3,200	55.0
San Bernardino County	73.3	81.7	3,240	55.0
San Diego	75.9	83.0	2,910	55.0
San Francisco	71.2	79.9	3,360	55.0
San Joaquin	73.6	79.9	3,400	55.0
San Jose City	75.2	79.9	2,800	55.0
San Luis Obispo	77.2	86.5	3,820	55.0
San Mateo	74.2	81.4	3,540	55.0
Santa Ana	78.4	83.6	2,800	55.0
Santa Barbara	74.5	79.4	3,350	55.0
Santa Cruz	73.6	79.0	3,600	55.0
SELACO	71.3	77.9	3,500	55.0
Solano	72.5	84.8	2,880	55.0
Sonoma	75.7	81.6	3,900	55.0
South Bay	75.2	79.7	3,780	55.0
Stanislaus	65.0	75.0	3,400	55.0
Tulare	70.8	79.4	3,850	55.0
Ventura	73.8	81.7	2,800	55.0
Verdugo	75.2	81.5	3,290	55.0
Yolo	72.9	84.6	2,800	55.0
State	72.0	82.0	3,450	55.0

**Program Year 2004–2005 Performance Goals  
By Local Areas**

<b>DISLOCATED WORKERS</b>	<b>Entered Employment</b>	<b>Retention</b>	<b>Earnings Replacement</b>	<b>Employment &amp; Credential</b>
Alameda	81.3	88.8	79.1	58.0
Anaheim	79.1	87.7	89.1	58.0
Carson/Lomita/Torrance	74.5	85.6	86.4	58.0
Contra Costa	79.7	87.9	88.4	58.0
Foothill	76.4	86.7	89.6	58.0
Fresno	76.1	84.8	96.0	58.0
Golden Sierra	80.9	88.4	92.3	58.0
Humboldt	81.1	88.8	94.6	58.0
Imperial	77.6	78.0	109.1	58.0
Kern/Inyo/Mono	76.0	84.8	90.2	58.0
Kings	77.1	85.5	85.0	58.0
Long Beach	74.8	88.4	90.0	58.0
Los Angeles City	77.8	87.1	91.3	58.0
Los Angeles County	78.5	87.9	88.0	58.0
Madera	78.9	86.2	93.3	58.0
Marin	81.4	88.5	84.9	58.0
Mendocino	79.6	86.0	92.8	58.0
Merced	75.4	85.2	96.0	58.0
Monterey	76.8	84.9	87.0	58.0
Mother Lode	80.0	87.0	90.2	58.0
Napa	81.0	88.5	100.7	58.0
North Central Consortium	77.2	84.3	88.0	58.0
NORTEC	77.8	86.0	91.4	58.0
NOVA	76.5	80.0	76.0	58.0
Oakland	76.7	87.7	88.6	58.0
Orange	77.4	88.1	89.5	58.0
Richmond	81.4	89.2	93.1	58.0
Riverside	78.0	86.5	86.0	58.0
Sacramento	78.8	87.6	91.7	58.0
San Benito	73.4	83.2	86.0	58.0
San Bernardino City	79.0	90.1	94.5	58.0
San Bernardino County	79.6	87.7	92.0	58.0
San Diego	78.0	88.4	88.2	58.0
San Francisco	77.9	88.4	87.4	58.0
San Joaquin	79.1	87.0	90.4	58.0
San Jose City	78.1	87.3	76.0	58.0
San Luis Obispo	79.1	89.7	92.6	58.0
San Mateo	79.5	88.4	86.7	58.0
Santa Ana	77.2	88.4	90.6	58.0
Santa Barbara	79.3	79.9	88.9	58.0
Santa Cruz	76.9	85.3	85.0	58.0
SELACO	76.0	86.2	91.0	58.0
Solano	79.7	86.1	86.8	58.0
Sonoma	77.9	87.4	89.3	58.0
South Bay	78.5	87.0	82.0	58.0
Stanislaus	75.2	84.4	86.0	58.0
Tulare	76.7	84.3	90.3	58.0
Ventura	77.5	88.7	88.5	58.0
Verdugo	76.6	86.5	89.0	58.0
Yolo	76.6	87.5	89.2	58.0
State	79.5	88.0	96.0	58.0

**Program Year 2004–2005 Performance Goals  
By Local Areas**

<b>OLDER YOUTH</b>	<b>Entered Employment</b>	<b>Retention</b>	<b>Earnings Change \$\$</b>	<b>Credential</b>
Alameda	59.5	72.9	3,160	30.0
Anaheim	68.4	59.5	2,600	30.0
Carson/Lomita/Torrance	66.9	77.9	3,000	30.0
Contra Costa	67.2	77.0	3,570	30.0
Foothill	68.4	79.1	3,800	30.0
Fresno	66.0	76.5	2,630	30.0
Golden Sierra	72.0	74.8	3,570	30.0
Humboldt	68.3	76.3	4,000	30.0
Imperial	65.5	74.5	2,600	30.0
Kern/Inyo/Mono	62.0	75.8	2,890	30.0
Kings	65.1	79.5	3,200	30.0
Long Beach	63.6	72.1	2,700	30.0
Los Angeles City	66.3	77.8	3,270	30.0
Los Angeles County	64.3	76.9	3,800	30.0
Madera	66.4	78.7	2,800	30.0
Marin	70.8	70.4	2,600	30.0
Mendocino	72.0	82.1	3,540	30.0
Merced	56.8	70.1	2,960	30.0
Monterey	68.7	75.3	2,600	30.0
Mother Lode	73.5	79.1	2,940	30.0
Napa	70.4	84.2	3,470	30.0
North Central Consortium	68.9	76.5	2,600	30.0
NORTEC	65.9	77.0	3,370	30.0
NOVA	59.9	76.3	2,900	30.0
Oakland	61.4	72.4	2,670	30.0
Orange	61.2	76.0	3,820	30.0
Richmond	69.3	80.1	4,200	30.0
Riverside	62.6	74.7	3,660	30.0
Sacramento	65.6	76.2	3,380	30.0
San Benito	66.0	82.0	3,500	30.0
San Bernardino City	60.9	78.3	3,800	30.0
San Bernardino County	63.7	75.5	3,470	30.0
San Diego	66.1	78.5	3,810	30.0
San Francisco	60.4	79.9	3,070	30.0
San Joaquin	65.0	71.0	2,700	30.0
San Jose City	66.2	78.0	3,500	30.0
San Luis Obispo	49.2	74.7	3,720	30.0
San Mateo	56.9	75.6	2,570	30.0
Santa Ana	65.9	76.4	3,500	30.0
Santa Barbara	64.8	79.2	3,365	30.0
Santa Cruz	64.1	80.0	2,600	30.0
SELACO	64.5	73.1	4,000	30.0
Solano	70.8	71.6	2,500	30.0
Sonoma	63.9	74.9	3,720	30.0
South Bay	68.6	78.3	3,040	30.0
Stanislaus	62.0	72.4	2,700	30.0
Tulare	68.2	75.8	2,600	30.0
Ventura	63.6	78.1	3,560	30.0
Verdugo	68.9	78.6	3,560	30.0
Yolo	71.2	82.5	4,200	30.0
State	67.0	78.0	3,000	30.0

**Program Year 2004–2005 Performance Goals  
By Local Areas**

<b>YOUNGER YOUTH</b>	<b>Skill Attainment</b>	<b>Retention</b>	<b>Diploma or Equivalent</b>
Alameda	79.6	48.4	55.5
Anaheim	78.9	55.9	55.5
Carson/Lomita/Torrance	80.7	50.3	55.5
Contra Costa	76.5	50.1	55.5
Foothill	77.9	56.5	55.5
Fresno	76.0	51.5	55.5
Golden Sierra	78.5	58.4	55.5
Humboldt	74.6	59.3	55.5
Imperial	71.0	50.7	55.5
Kern/Inyo/Mono	68.0	48.0	55.5
Kings	76.6	51.5	55.5
Long Beach	72.6	53.5	55.5
Los Angeles City	78.8	50.7	55.5
Los Angeles County	77.8	53.9	55.5
Madera	68.0	51.9	55.5
Marin	82.0	57.2	55.5
Mendocino	81.5	53.0	55.5
Merced	78.7	53.8	55.5
Monterey	80.1	53.0	55.5
Mother Lode	80.7	56.5	55.5
Napa	82.2	57.8	55.5
North Central Consortium	79.0	54.8	55.5
NORTEC	76.1	50.3	55.5
NOVA	80.3	50.4	55.5
Oakland	71.2	44.0	55.5
Orange	81.8	55.8	55.5
Richmond	73.9	55.1	55.5
Riverside	78.0	49.9	55.5
Sacramento	75.2	53.3	55.5
San Benito	80.4	54.7	55.5
San Bernardino City	72.0	54.4	55.5
San Bernardino County	76.2	49.5	55.5
San Diego	78.9	52.5	55.5
San Francisco	67.4	47.5	55.5
San Joaquin	73.8	53.9	55.5
San Jose City	72.4	53.6	55.5
San Luis Obispo	80.4	55.4	55.5
San Mateo	77.4	54.5	55.5
Santa Ana	78.5	57.7	55.5
Santa Barbara	81.4	54.0	55.5
Santa Cruz	79.0	51.8	55.5
SELACO	76.8	47.0	55.5
Solano	77.3	49.3	55.5
Sonoma	81.7	50.7	55.5
South Bay	81.1	51.7	55.5
Stanislaus	76.5	53.2	55.5
Tulare	76.5	54.4	55.5
Ventura	78.4	55.7	55.5
Verdugo	78.9	56.4	55.5
Yolo	76.0	52.4	55.5
State	76.5	53.0	55.5



## STATE PERFORMANCE GOALS FOR PY 2003 &amp; PY 2004

	Negotiated Agreement	
	PY 2003-04	PY 2004-05
Performance Measure	Goal	Goal
<u>Adult Program</u>		
Entered Employment	72%	72%
Retention	81%	82%
Wage Gain	\$3,400	\$3,450
Employment and Credential	50%	55%
<u>Dislocated Workers</u>		
Entered Employment	79%	79.5%
Retention	88%	88%
Wage Replacement	96%	96%
Employment and Credential	58%	58%
<u>Older Youth</u>		
Entered Employment	66%	67%
Retention	76.5%	78%
Wage Gain	\$3,000	\$3,000
Employment and Credential	30%	30%
<u>Younger Youth</u>		
Skill Attainment	76%	76.5%
Diploma or Equivalent	55%	55.5%
Retention <sup>1</sup>	53%	53.0%
Employer Customer		
Satisfaction (Index)	75	75
Job Seeker Customer		
Satisfaction (Index)	75	75

<sup>1</sup>Retention for younger youth is not limited to employment, but may also be attained in post secondary education, advanced training, military service, or qualified apprenticeships.